NWT Action Plan
for Persons with Disabilities

Northwest Territories

NWT Council of Persons with Disabilities

YWCA

February 2008

MESSAGE FROM THE MINISTER

As Minister Responsible for Persons with Disabilities, I am pleased to present the newly revised NWT Action Plan for Persons with Disabilities. The development of both the NWT Disability Framework and the Action Plan for Persons with Disabilities is representative of the commitment and interagency co-operation and is an example of what can be accomplished when we work together to support people with disabilities in our communities.

I look forward to continuing this strong partnership that has formed between territorial government departments, non-government organizations and Aboriginal groups.

When this Action Plan was first implemented, the partnership was able to develop five priority areas from more than 100 concerns. These include: education, employment, income, disability supports and housing. Activities completed in the past two years are presented in the progress update to April 12th, 2007 to reflect the work of the partnership.

This plan brings NWT residents closer to identifying and developing increased capacity at the community level and begins to remove the barriers facing people with disabilities throughout the NWT.

I would like to take this opportunity to express my appreciation to all the individuals and organizations who contributed to the work of this Action Plan. It is a cooperative effort that makes it possible to move forward in this important initative.

Sincerely,

Sandy Lee

Honourable Sandy Lee
Minister of Health and Social Services

TABLE OF CONTENTS

INTRODUCTION 1

PRIORITY AREAS OF ACTION 3

- Education 3
- Employment 8
- Income 11
- Disability Supports 14
- Housing 20

APPENDIX I: GLOSSARY OF TERMS 23

INTRODUCTION

In May of 2001, the Premier of the Northwest Territories tasked the Disability Steering Committee Partnership (the Partnership) with developing an interdisciplinary and multi-dimensional framework that would guide the development of effective programs and services, and promote the full inclusion of persons with disabilities throughout the NWT.

The Partnership has representation from the Government of the Northwest Territories (GNWT), non-governmental organizations (NGOs) and Aboriginal organizations. Partners include:

- Department of Health and Social Services (HSS);
- Department of Education, Culture and Employment (ECE);
- Department of Municipal and Community Affairs (MACA);
- NWT Housing Corporation (NWTHC);
- NWT Council of Persons with Disabilities (the Council);
- Yellowknife Association for Community Living (YK-ACL); and
- YWCA of Yellowknife.

Other particpants who monitored the discussion, but did not participate, include:

- Dene Nation; and
- Inuvialuit Regional Corporation.

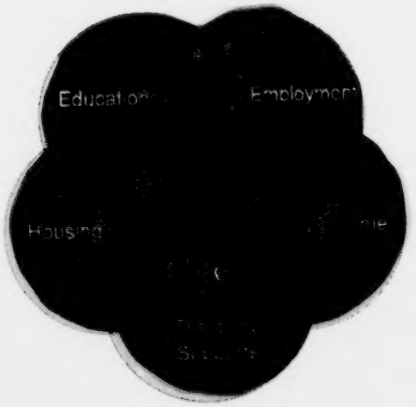
The Partnership started with over 100 concerns and developed those concerns into *five priority areas* or core building blocks:

1. Education – Barrier-free lifelong learning opportunities that maximize the potential of persons with disabilities. Educational opportunities include both formal and informal learning opportunities.

2. Employment – Work at an appropriate level of payment that enhances economic independence and community participation. Persons with disabilities may require support to enter or re-enter the labour market, such as training and education information, access to career development, employment assessments, adaptations to the workplace, and ongoing support once employment has been obtained. Employers also benefit from information about employing persons with disabilities.

3. *Income* – Resources available to the household to meet its financial needs, which include income from employment, from unearned sources (pensions, maintenance), income in- kind, and government assistance when self-support is impossible or insufficient to meet basic needs.

4. *Disability Supports* – A range of goods, services and supports tailored to the individual requirements for daily living. There will continue to be a need to provide for the availability and accessibility of disability supports (e.g., technical aids and devices; special equipment; support workers, homemaker, attendant or interpreter services; life skills; physiotherapy and occupational therapy; respite care) that respond to individual needs. These goods, services and supports are essential for active participation at home, at school and in the community, and are a key component of maximizing personal and economic independence.



5. *Housing* – Accommodations that ensure persons with disabilities will be provided with a range of housing options that are affordable, accessible and that maximize independence. Like all citizens, persons with disabilities require safe and adequate housing that they can afford. Certain types of disabilities require special features in housing, such as a ramp, which can be expensive to build and even more expensive to add on later. Housing also includes having independent living supports in place so the person with the disability can remain in his or her home as long as possible and still be independent.

These priority areas, along with a vision statement, values and principles, are presented in the companion document, *The NWT Disability Framework* (September 2004). The Framework was built on previous national and territorial disability research reports as well as on similar disability initiatives that have been developed in other Canadian jurisdictions, including Alberta, British Columbia, Manitoba, Ontario, Prince Edward Island, and Saskatchewan.

Since November 2002, the Minister Responsible for Persons with Disabilities and the Department of Health and Social Services have taken a leadership role in developing this *NWT Action Plan for Persons with Disabilities* in partnership with the Disability Steering Committee. The Partnership recognizes the need to evaluate the progress made on the provision of programs and services for persons with disabilities at least once during the lifetime of the Framework.

This action plan presents action items for each of the priority areas. In addition, activities completed in the past two years are presented to reflect the work of the Partnership while this action plan was being prepared. The draft Framework (released in November 2002) guided this interim work.

PRIORITY AREAS OF ACTION

Education

Goal: Ensure that barrier-free lifelong learning opportunities that maximize the potential of individuals with disabilities are realized.

1. Education programming (curricula, activities) at the elementary and secondary school level will be adapted to better serve students with disabilities.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO JANUARY 24/07
1.1 Develop and implement a territorial template and accompanying handbook for writing individual education plans. **COMPLETE**	Template and handbook developed with cross-territorial input from families and educators in 2003-04.	• Implement • Evaluate		Programming for Student Success (IEP guidelines and samples) printed August 2006.
		• ECE		

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO JANUARY 24/07
1.2 Develop and implement territorial template and accompanying handbook for writing modified education plans. **COMPLETE**	Developed template and handbook in 2002-03.	• Continue development • Pilot • Evaluate		Student Support Plan Template, Handbook and Teacher Resource Kit were published and distributed in August 2006. These documents were designed for students who need modifications or adaptations to their programs.
			• ECE	
1.3 Develop an accountability framework for special education. **COMPLETE**	Framework developed jointly with western provinces and other territories in 2002-03.	• Pilot in NWT • Implement		Framework completed - contains rubric to evaluate outcomes and progress.
			• ECE	
1.4 Develop means to obtain information from a variety of sources on whether the needs are being met for all students, including those with disabilities. **ONGOING**		• Develop process • Evaluate programs • Develop strategies to meet the needs of students		ECE is conducting a follow up to the Student Support Needs Assessment 2000. A Parents' Handbook is being developed to include advocacy information and an understanding of the educational system and resources available for their children YKCL
			• ECE	
1.5 Develop specific outcome learning targets to monitor progress in English Language Arts. **COMPLETE (general curriculum)**	Develop and piloted targets for Kindergarten to Grade 3 in 2002-03 and 2004-04. Developed outcomes for Grades 4-6 in 2003-04.	• Implement K-Gr 3 • Pilot Gr 4-6 • Develop Gr 7-9 • Implement Gr 7-9		Outcomes for Grades K to 6 have been developed and implemented. Outcomes for grades 7-9 are being developed. To be completed/ implemented in the schools 2008-09
			• ECE	

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO JANUARY 24/07
1.6 Provide students of varying abilities with additional choices and alternative ways of progressing through grades 10-12. **ONGOING**	Consulted in 2002-03 and began development in 2003-04	• Develop • Implement • Continue with staged implementation		Math courses developed and implemented. English courses grade 10 developed/piloted in 2006-07. Experiential Science grade 10 developed/piloted in 2006 -07. Resource development is underway. Applications of Science have been developed and will be piloted in 2007-08. English -grade 11 2007-2008 English -grade 12 2008-09
		• ECE		

2. Teachers, education assistants and student support staff will have training opportunities that will provide strategies to address diverse programming needs.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO JANUARY 24/07
2.1 Develop and implement handbook for program support teachers. **COMPLETE**		• Develop handbook • Pilot • Implement • Evaluate		2006 Programming for Student Success contains student support plans, IEP guidelines and practice.
		• ECE		
2.2 Develop handbook for education assistants. **COMPLETE**		• Develop handbook • Pilot • Implement		As above.
		• ECE		

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO JANUARY 24/07
2.3 Education assistants will be certified. **COMPLETE**		• Research • Develop a training plan and initiate training		Preliminary research has been done.Standard training program not available – left to discretion of school boards/authorities and schools Next Step: NGOs to meet with Aurora college to discuss EA training program.
		• ECE		
2.4 Train educators in different kinds of instruction and strategies for accommodating students with varying abilities. **ONGOING**	In-service as required during both years.	• Implement		In-service as required, provided by education authorities NWT Council of Persons with Disabilities provides sensitivity training in communities as funding allows. Teachers and Educational Assistants are invited and generally attend.
		• ECE		
2.5 Continued board-level training for teachers, program support teachers and educational assistants. **ONGOING**	Ongoing	• Ongoing		Ongoing
		• ECE/EAS		
2.6 Educators are trained in effective behaviour support. **ONGOING**	In-service as required during both years.	• In-service • Ongoing		In-service as required at jurisdictional level
		• ECE		
2.7 Educators will have functional behaviour assessment training. **ONGOING**	In-service as required during 2002-03. Ongoing during 2003-04.	• Ongoing		In-service as required at jurisdictional level.
		• ECE		

3. The reduction in pupil-teacher ratio will continue and be completed in the 2003-04 school year.				
ACTION ITEMS	**SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04**	**ACTIONS**	**LEAD**	**PROGRESS UPDATE TO NOV 06/07**
3.1 Pupil teacher ratio will be lowered to 16:1. **COMPLETE**	Funding was provided to boards to lower ratio to 16.5:1 and increase student support in 2002-03. Ratio was lowered to 16:1 in 2003-04.	• Maintenance • ECE		Students with disabilities.
4. Continue with the increase in student support funding to be completed in 2003-04 school year.				
ACTION ITEMS	**SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04**	**ACTIONS**	**LEAD**	**PROGRESS UPDATE TO JANUARY 24/07**
4.1 Fund inclusive schooling at 15% of school contribution. **COMPLETE**	In 2003-04, legislation was passed that guaranteed 15% of the total GNWT contributions to schools would be directed towards student support. Currently 14% of the total GNWT contributions is directed to student support.	• 15% of the total GNWT contributions to schools will be directed towards student support • Maintenance		Funding for inclusive schooling: 17% 2006- 2007 19% 2007- 2008 20% 2008- 2009 Positive increase –next step: accountability framework

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO JANUARY 24/07
4.2 Develop, fund and implement a school counselling program framework that enhances existing counselling services. COMPLETE	Developed a program based on research in 2003-03. Materials produced in 2003-04.	· Pilot school counseling program · Implement		2004-05 Honoring the Spirit of Our Children counselling framework and handbook developed/implemented.. Dealing with Child Abuse Handbook has also been published.Counselling goals and services are generic. Funding for .5 or full time counsellor is available for each school. Use of this funding is the discretion of the local education authority. Program Support teachers relate directly to students with disabilities.Program Support Teachers: 1or .5 positions funded for every school.Each school board is funded for a Student Support Consultant to oversee support programs.

5. Early childhood programs will be enhanced.				
ACTION ITEMS	**SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04**	**ACTIONS**	**LEAD**	**PROGRESS UPDATE TO JANUARY 24/07**
5.1 Provide all children with access to early childhood intervention services. **ONGOING**	Early Childhood Development initiative implemented in 2002-03 and continued in 2003-04. Healthy Children initiative is ongoing.	• Ongoing delivery of programs and training • ECE/HSS		Child and Family Community Resource Centre Planning Group (CFCRC) composed of community groups, parents and government agencies was form ed in 2005 to work towards integration of services for children and families. Jan 07, Ashton Consulting and NWT Family Literacy completed a Research Report: Integrate Services for Children and Families Group Continues Group continues to meet and act on recommendations. Existing Programs: • Living and Learning with FASD • Parent Empowerment Program(FASD) • Early Childhood Program • Early Interventions Program

- **LIVING AND LEARNING WITH FASD PROVIDES:** support and parenting programs to caregivers caring for a child, ages 0 to 6, affected by, or suspected of being affected by, FASD. YKACL
- **A PARENT EMPOWERMENT PROGRAM** for parents raising a child affected by FASD is available with funding provided by HSS
- **EARLY CHILDHOOD PROGRAM:** licenses and supports preschool and daycare programs across the NWT. Healthy Children Initiative is ongoing.
- **EARLY INTERVENTIONS PROGRAM:** Intervention worker works one to one with a developmentally delayed child two .5 days a week to prepare child for successful school entry. Yellowknife only. This program also allows for an informal training for earlychildhood developmental workers (from NWT)– job shadowing.
- Early Interventions Program is a voluntary, intensive, home visitation program to support families with children at risk for developmental delays. Exists in 4 NWT Communities (Yellowknife, Behchoko, Fort Smith and Hay River).

Concern: funding for these activities have now been reduced by 25%, limiting programming possibilities.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO JANUARY 24/07
5.2 Enhance homecare and training for home support workers. **ONGOING**	58% of home support workers were certified in 2002-03. Ongoing training and certification to date.	• Ongoing training and certification • HSS		Healthy Family Program home visitors and supervisors have participated in 3 Growing Great Kid training sessions. Growing Great Kids has developed local workshops: • Core Family Support Training • Core Parenting Resource • Coordinators and Supervisors Training • Parent Survey Course.

Core Family Support Training: Four day course (plus additional day for Supervisors) for those working in intensive home visitation programs

Core Parenting Resource Coordinators and Supervisors Training: Four day course (plus additional day for Supervisors) for staff who are the first contact with families to access support available in the community

Parent Survey Course: Four day training is designed for staff who initially reach out to offer every new parent access to support available in the community

6. A variety of educational opportunities for adult students who have or who have not completed their secondary school education will be provided.				
ACTION ITEMS	**SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04**	**ACTIONS**	**LEAD**	**PROGRESS UPDATE TO JANUARY 24/07**
6.1 Develop a brochure promoting disability awareness that lists available programs and services to students with disabilities. Service guide prepared instead of a brochure. **COMPLETE**	Student success centres provided information on program and funding in 2002-03 and continued on an ongoing basis in 2003-04.	• Develop a brochure for Disability Awareness Week		2006 the NWT Council of Persons with Disabilities, published a Directory Service Guide for Persons with Disabilities instead of a brochure Directory Name: Where can I find… 2007 Help Directory lists services and supports for persons with disabilities.
		• ECE		
6.2 Review and amend Aurora College entrance application to include self-identity of disabilities. **COMPLETE**	Students with disabilities self-identify, if applicable, starting 2003-04.			Application form states: "Do you have a medical condition of which the College should be aware of ?" "Please specify". The registrar takes note of this response works/refers student for needed supports.
		• Aurora College		Student is not asked to identify special needs related to this medical condition. Next Step: work with Aurora College in regards to self identification policy/ procedure.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO JANUARY 24/07
6.3 Ensure educational supports are available to students attending Aurora College. **ONGOING**	Needs for support reviewed on an individual basis starting 2002-03.	• Aurora Colllege		Educational support is available in the form of volunteer tutors only. Supports are not a budget or specific staff/equipment items at Aurora College Student Financial Assistance Program (ECE) allows up to $8000 per year per student, to cover additional supports/services as recommended by the academic institute or professional assessment. Capital costs are not allowed.
6.4 Review and amend the Aurora College policies with a view for students with disabilities. **ONGOING**	Policies are reviewed on an as needed basis.	• Ongoing • Aurora College/ NWTCouncil of Persons with Disabilities		Aurora College Yellowknife is ramp and elevator equipped. Fort Smith student residence is an accessible residence. Inuvik campus has been designed to accommodate persons with disabilities.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO JANUARY 24/07
6.5 Develop adult integrated vocational trades, work experience, on-the-job training programs. **INCOMPLETE**	Researched program options and community needs in 2003-04.	• Develop a plan • Pilot in three communities • Review and evaluate pilot program		Work Experience and job training programs are coordinated by the YKACL EmployABILITY Program. EmployABILITY program provides services to individuals who self-identify as having a disability. Services include: assessment, assistance with accessing training, job seeking process, job coaching, and ongoing employment support. Other agencies may also offer this type of support i.e. Tree of Peace, Literacy Outreach, NWT Native Womens' Association, however funding is inconsistent.
		• ECE/HRDSC/YK-ACL (Research)		
				Literacy Outreach Centre partnership between Aurora College and YKACL), provides literacy instruction to those with and without disabilities in an effort to upgrade basic computer, innumeracy and literacy skills and one-to one tutor training is provided and tutors are available for individual instruction. Most trades are both physically and academically demanding and as such inaccessible for persons with developmental and physical limitations. Need to review trades expectations.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO JANUARY 24/07
6.6 Continue to provide one-to-one tutoring support for persons with disabilities. **ONGOING**	One-to-one tutoring support provided under the Literacy Strategy's Learning Support for Persons with Disabilities starting in 2002-03.	• Evaluate learning supports		Learning supports for students with disabilities is continuing and is very successful to date.
		• ECE/Community Learning Centre/Aurora College		
6.7 Partner with school boards to ensure the planned pre-trades training program will meet the needs of persons with disabilities. **INCOMPLETE**	Needs researched in 2002-03. Options explored in 2003-04.	• Develop a plan • Implement		6 months pre employment training programs offered through cooperation between Aurora College and Catholic School Board (Kimberlite Technical School). Academic and physical expectations are demanding - with many persons with disabilities unable to meet requirements for success. Follow up for student success.
		• ECE		
6.8 Make virtual libraries accessible to students across the NWT. **COMPLETE**	Virtual libraries are accessible to students starting in 2002-03.			2002-03, initial funding for computer purchase and installation for community libraries was obtained from the Bill Gates Foundation. Upgrading, maintenance has not been budgeted for and thus sporadic in nature.
		• ECE		
6.9 Provide accessible learning assessments. **COMPLETE**	Implemented the ALBE Placement Package Test (Screening for Success) in 2002-03.	• Evaluate		2006 Update: Completed
		• ECE/HSS/NWT Council of Persons with Disabilities		

7. A coordinated, integrated, client-centred case management system that is responsive to the individual needs of persons with disabilities will be designed and implemented.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO JANUARY 24/07
7.1 Research, develop and implement an integrated disability support system for both children and adults with disabilities that include employment, vocational and residential needs. (Cross-reference with action items 16.3, 25.1, 29.1, 34.1) **INCOMPLETE**	Researched Prince Edward Island model.	• Workshop to establish a common definition of a support system • Develop regional case managers for persons with disabilities in the Northwest Territories • Implement		Concluded after careful consideration that the PEI model was flawed and not acceptable for application in NWT. Some confusion regarding distinction between case management, coordination of services and advocacy needs for persons with disabilities. Generally felt that individual need will vary dependant on level of independence, family involvements etc. At present Barb McDonald–Health Authority and Lynne Foley offer case management services Working draft for case management services prepared by HSS for communities.
		• Partnership Steering Committee		

Employment

Goal: Enhance the employability of persons with disabilities, encourage (re) entry into the labour market and support more work opportunities.

8. The Government of the Northwest Territories will continue to negotiate with the Government of Canada to obtain cost-shared funding for employment support for persons with disabilities.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO MARCH 28//07
8.1 Negotiate an agreement with Human Resources and Skills Development for the Multilateral Framework for Labour Market Agreements for Persons with Disabilities (replaces EAPD) that minimizes spending commitments of the GNWT without affecting current federal funding. **INCOMPLETE**	Ongoing starting in 2003-04.	• Ongoing • ECE/HSS		To date NWT has not signed on with the LMAPD. No movement anticipated. This agreement is in its last year. A new program likely to be initiated following this. Under the present funding arrangement it is not advantageous for GNWT to participate in this program.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO MARCH 28//07
8.2 Apply for funding from Social Development Canada (SDC) to obtain nationally comparable statistics on persons with disabilities in the NWT. **COMPLETE**	Discussed with SDC in 2003-04 regarding options.	• Include NWT in the next Participation and Activity Limitation Survey. • ECE		PALS Survey which will provide statistical information to support the needs for Persons with Disabilities. This survey has been completed – not published to date. Anticipated date: Dec. /07
9. Training and networking on disability issues will be available for those working in the area of career development.				
ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO MARCH 28/07
9.1 Include information and strategies for career development for persons with disabilities in all relevant conferences. **ONGOING**	LINX Conference held in 2002-03	• Ongoing • ECE		LINX conference 2006 incorporated an employability session. Conference planners are conscious of persons with disability issues and concerns and make efforts to incorporate relevant sessions. Monitor for inclusion
9.2 Mandatory training about counselling persons with disabilities is offered as part of the Career Development certificate program. **INCOMPLETE**	Discussion with Aurora College in 2002-03.	• ECE/Aurora College		No direct instruction in CD Certificate Program. Believed to be sufficient interest to initiate a market driven course regarding working with persons with disabilities. Need to discuss possibilities with Aurora College.

10. Assistive aids/devices and career planning assistance will be provided to alleviate barriers to employment.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO MARCH 28/07
10.1 Compile and coordinate information on programs, funding, career planning, and other available options for persons with disabilities, employers and service providers. (Cross-reference with action item 12.1) **INCOMPLETE**	Student success centres and ECE regional career centres provided information on programs and funding in 2002-03. North Slave employment program was implemented in 2002-03 and is ongoing.	• Develop a brochure with consolidated information • Expand North Slave employment program to other communities/ regions		The North Slave Employment Program provides services in Behchoko, Whatì, Gameti, and Wekweètì. Expansion of program to other areas has not happened. Both YKACL and NWT-CPD are available to provide information and consult with any community about employment support programs when contacted.
			• ECE/HRSDC	

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO MARCH 28/07
11. Employment and training programs (such as workplace-based training, the Youth Employment Program and targeted wage subsidies) will be promoted.				
11.1 Promote employment and training programs that offer work opportunities to persons with disabilities. (Cross-reference with action items 10.1, 12.2) **ONGOING**	North Slave employment program was implemented in 2002-03 and is ongoing.	• Ongoing • ECE/HRSDC/NWT Council of Persons with Disabilities		EmployABILITY program managed by YKACL. This program provides services to individuals who self identify as having a disability. Services include: assessment, assistance with accessing training, job seeking process, job coaching, and ongoing employment support. The EmployABILITY program also provides an eight-week Pre-Employment Program, including two-week on the job experience. This program was offered twice during 2005-06 with continued plans to provide the program 2 times per fiscal year. Other agencies may also offer this type of support i.e. Tree of Peace, Literacy Outreach, NWT Native Women's Association, however funding is inconsistent Cross reference: 6.5 and 10.1

12. Employment support for persons with disabilities will be provided throughout the communities of the NWT (not just in Yellowknife).

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO MARCH 28/07
12.1 Educate NWT employers about the benefits of including persons with disabilities into the workforce. (Cross-reference with action item 10.1) **ONGOING**	Workshop on benefits of including persons with disabilities held in 2002-03. North Slave employment program implemented in 2002-03 and ongoing.	• Increase the number of educational workshops to employers in communities beyond the North Slave region • Explore the feasibility of expanding the North Slave employment program to other communities in the future	• ECE/HRSDC	Council has been offering sensitivity workshops in NWT communities. Employers, care givers and support workers are the targeted audience. Workshops offered to date:Fort Simpson, Nahanni Bute, Inuvik, Aklavik, Tuktoyaktuk. Targeted communities for 2006-07: Uluqsaqtuuq Fort Providence and Sahtu. EmployABILITY Program also assumes responsibility for educating employers.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO MARCH 28/07
12.2 Develop and deliver regional/ community employment programs for persons with disabilities that support them to seek and be successful in employment. **INCOMPLETE**	North Slave employment program implemented in 2002-03 and ongoing.	• Expand the North Slave employment program to include job coach/pre-employment program • Pilot in two more communities • Implement in other communities		Incomplete. Funding needs to be dedicated to this. Communities want this service.
			• ECE/HRSDC	
12.3 Communicate GNWT employment equity policy to address the needs of persons with disabilities. **ONGOING**		• Produce pamphlet and distribute		Affirmative Action Legislation in the GNWT will give preference to employing, training and promoting qualified, suitable and eligible target group persons. Eligible target groups are: indigenous aboriginal persons, resident women, resident disabled persons, and indigenous non aboriginal persons. The GNWT HR has a return to work program for persons with disabilities that require an accommodation for their disability.
			• GNWT/NWT Council	

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO JANUARY 24/07
12.4 Develop cross training/awareness workshop for supervisors and colleagues who work with persons with disabilities. **ONGOING**		• Develop workshop • Hold regional workshops		Work has begun through sensitivity workshops offered through Council for Persons with Disabilites. 2005-2006 Workshops: Inuvik, Fort Simpson. 2006-2007 Workshops: Fort Providence, Sahtu and Uluqsaqtuuq Sensitivity training offered at Social Service Conferences by initiation. Example Income Security Conference January 2006
		• NWT Council of Persons with Disabilities		

INCOME

Goal: Design a system that is responsive to the needs of persons with disabilities and provides for an income safety net which rewards individual work efforts to the greatest extent possible, but which provides financial assistance if self-support is impossible or insufficient to meet basic needs.

13. Disincentives to employment within income programs will be removed.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO APRIL 12/07
13.1 Increase current earned income exemption amounts and calculate income for persons with disabilities on either yearly or monthly amounts. **COMPLETE**		• Research impact analysis • Develop options paper based on results • Implement		Monthly income exemption of $200 for single person; $400 for family. All IA clients can claim this exemption.
		• ECE		

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO APRIL 12/07
13.2 Change the disability support exemption amount to $100,000 in trust. **ONGOING**	Completed Financial Management Board submission in 2003-04.	• Implement • ECE		Federal Budget March 2007 included Registered Disability Saving Plan which allows for savings, Canadian Disability Saving Bonds ($20,000) for lifetime savings up to $200,000. Exemption/Increase in trust/ assets under review in the Income Security Reform.
13.3 Remove unemployment criteria as a requirement for disability allowance. **COMPLETE**	Unemployment criteria have been removed as criteria for the disability allowance in 2002-03.	• ECE		Medical verification required for short term medical leave and long term disability (12 months or more).
13.4 Ensure persons with permanent disabilities who have been on income support can be rapidly reinstated without requirements of completing new forms, disability information and doctors signatures. **COMPLETE**	As of 2002-03, persons with permanent disabilities who have been on income support can be rapidly reinstated without requirements of completing new forms, disability information and doctors signatures.	• ECE		Persons with Disabilities are required to sign an Authorization of Authority to be reinstated. Other documentation is not required. Concern: policy in place, procedure needs work. Problems particularly noted with persons changing communities. The IS Director will write a reminder letter of to all area managers and staff.

14. A disability income support program that separates the entitlement for income supports from the entitlement for health and disability-related supports will be designed and implemented.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO APRIL 12//07
14.1 Separate income supports from the health and disability-related supports. **COMPLETE**		• Define and research • Develop discussion paper		Disability related supports are provided by HSS Income assistance is provided by ECE, Income Security Division
		• ECE/HSS		
14.2 Amend income support goals to recognize that disabilities are long lasting disadvantages and reason for providing additional supports for an enhanced quality of life. **COMPLETE**	Income support goals amended in 2002-03.	• ECE/HSS		Income Security Division provides an enhanced benefits - $300 for persons with disabilities - to cover additional life support costs. To be eligible a medical must indicate a permanent/long term disability (12 months). Additional funds for special equipment/supplies etc can be applied for through Health and Social Services. Policy in place; procedures need to be clarified. At this time it is noted that a pay up front policy exists – difficult for many persons with disabilities.

15. The payrolling of clients will be continued.				
ACTION ITEMS	**SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04**	**ACTIONS**	**LEAD**	**PROGRESS UPDATE TO APRIL 12/07**
15.1 Coordinate an information session on direct deposit. **COMPLETE**	Sessions developed and delivered in regions in 2003-04.			A form has been developed to explain the DD process - reviewed with clients who require further explanation. Two issues identified here. • comprehension of the system • safety and management of money issues Income Assistance policy allows for client/ ISO consultations and planning around this.
		• ECE/NWTCouncil of Persons with Disabilities/ YKACL		
15.2 Include information on direct deposit in the Adult and Family Benefits Guide. **COMPLETE**	Information on direct deposit was included in the Adult and Family Benefits Guide.			Explained in Income Security Regulations and Policy
		• ECE		

16. A coordinated, integrated, client-centred case management system that is responsive to the individual needs ofpersons with disabilities will be designed and implemented.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO APRIL 12/07
16.1 Amend current income support medical form to expand the disability verification authority beyond medical practitioners to include physical and occupational therapists. **INCOMPLETE**		• A new form is being reviewed by the NWT Medical Association and allied professionals • Implement		Medical Assessment and Permanent Disability Medical forms have been developed for short term medical concerns (that limit employability) and long term disability assessment These forms presently require a physicians input regarding diagnosis prognosis and treatment plan.
		• ECE		

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO APRIL 12/07
16.2 Amend current application process where individuals who state a permanent disability, be exempt from re-applying for supports on a yearly basis. **COMPLETE**				Persons with disabilities complete a Statement of Authorization only, to renew application for assistance and/ or following interrupted services.
		• ECE		

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO APRIL 12/07
16.3 Research, develop and implement an integrated disability support system for both children and adults with disabilities that includes employment, vocational and residential needs. (Cross-reference with action items 7.1, 25.1, 29.1, 34.1) **ONGOING**	Researched Prince Edward Island model.	• Workshop to establish a common definition of a support system • Develop five regional case managers for persons with disabilities in the Northwest Territories • Implement		At present two staff members in the Regional Health Authority assume a coordinating **role** for persons with disabilities. Support system for families needs to be reviewed/established - no consensus on a support system definition. Concern regarding support for children 12 to 18 years of age – post elementary school.
		• Partnership Steering Committee		

17. Income assistance for persons with disabilities will be based on identified need.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO APRIL 12/07
17.1 Income support recipients with permanent disabilities can apply for additional support from the GNWT in addition to receiving the base amount of $300.00. **COMPLETE**		• ECE/HSS		Additional support for equipment, medical supplies etc., may be applied for through HSS. Cross reference with 14.1
17.2 Ensure fuel subsidy is available for persons with disabilities. **COMPLETE for persons with disabilities who receive IA**		• Options paper to be developed to research benefits and feasibility of income-tested fuel subsidy • ECE		A person with disability will receive actual fuel costs, if they are also receiving income assistance.

DISABILITY SUPPORTS

Goal: Ensure that disability supports provide for active participation at home, at school and in the community, and they maximize personal and economic independence.

18. An appropriate screening tool will be in place to identify children with developmental delays, and follow-up processes will be developed to facilitate diagnosis and assessment.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO APRIL 12/07
18.1 Develop a strategy that identifies children with developmental delays and at-risk families. **COMPLETE**	Early Childhood Development initiative introduces a standardized Nipissing screening tool in 2002-03 for screening developmental delays in early childhood. A training video for the Nipissing Tool for health care providers was developed. NWT Healthy Family program was developed in 2002-03. Training for Healthy Family program staff on parental screening occurred in 2003-04. An educational video about the importance of healthy early childhood development and healthy parenting was developed.	• HSS		2006 Update:Nipissing Screening tool utilized in each region to assist in screening for early identification of possible developmental delays.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO APRIL 12/07
18.2 Ensure follow-up processes are in place for the client (i.e. developmental delay registry may facilitate further follow-up and provide case management after assessment). **COMPLETE**	Nine physicians trained in FASD diagnosis in 2002-03. Research paper to be developed in 2003-04 that identifies need for congenital anomalies registry.	• Implement congenital anomalies registry • HSS		2006 Update: Chief Medical Health Officer to provide update regarding the congenital anomalies registry. Registry anticipated for Feb 2007. Research paper was completed April 2007
18.3 Develop plain language, educational pamphlet on how to get a FASD diagnosis. **INCOMPLETE**		• Research feasibility • Discussion with partnership • YKACL, ECE, HSS		No longer regarded as a priority. No financial resources to earmark for this project. Concern expressed re labeling.

19. The respite care program will be expanded to include persons with disabilities.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO APRIL 12/07
19.1 Develop a model for respite care. **COMPLETE**	Researched, developed and implemented a pilot model for respite care in Yellowknife during these two years. Enhancement of homecare programs in 2002-03 provided increased respite for the medically fragile and chronically ill (depending on available resources). Homecare policies are being revised to include maximum and minimum standards for respite.	• Ongoing • Evaluate		2003- 2005 in partnership with the Yellowknife Association for Community Living(YKACL) a social model of respite care was developed, implemented and piloted in Yellowknife. 2005 the DHHS completed an evaluation of the respite program- recommendations to improve the program were implemented. 2007- 2009 the Department of HSS will review options to expand social respite model to other communities within NT.
		• HSS/ECE		
19.2 Scheduled respite options are available for persons with disabilities and their families. **ONGOING**	Ongoing	• Ongoing • Evaluate		2007-2009 the Department of HSS is reviewing options to expand this social respite model to other communities within the NT.
		• HSS/YKACL		

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO APRIL 12/07
19.3 Determine respite needs for persons and families with disabilities. **COMPLETE**	Respite needs have been assessed.	• Ongoing • HSS/YKACL		2006 Update:The respite service is available for families supporting a person with disabilities in Yellowknife, Dettah or Ndilo. Families can self refer or be referred by health care provider. Currently 29 Yellowknife families receive service. No waitlist.

20. Supported independent living options will be implemented throughout the NWT.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO APRIL 12/07
20.1 Develop additional supported living options for individuals that enhance participation in the communities. **COMPLETE**	Supported living standards are in final draft in 2003-04.	• Implement standards • Continue to develop supported living options based on regional need • ECE/HSS		Living standard completed for supported independent living. 2006-2008 Through the Family project, YKACL will be researching supported independent living options available in the NWT and other jurisdictions across Canada. Funding for this research is provided through HRSDC, ODI. Supported independent living options will be implemented throughout the NWT. Sahtu targeted for initiating this program in the regions. Need to develop a guidelines and an accountability system.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE TO APRIL 12/07
20.2 Ensure private housing policies and housing availability for single housing is appropriate and addresses housing shortages in the community. **COMPLETE**	Barrier-free housing forum was held in 2003-04. Determined private housing needs for persons with all disabilities in 2003-04	• Develop a housing strategy thataddresses persons with disabilities • Implement options, including capital and ongoing funding		The NWTHC revised its point rating system for public housing applicants in 2006. The revision increased the points awarded to persons with disabilities from 5 (out of 100) to 25 (out of 200). In addition, the NWTHC has adopted the same definition of disability as the one used by the NWT Council of Persons with Disabilities. The definition is used in both the Rental and Homeownership.
		• NWT Council of Persons with Disabilities		
20.3 Develop additional supported living options for individuals to enhance participation in the communities. **COMPLETE**	Supported living standards are in final draft in 2003-2004	• Implement standards • Continue to develop supported living options based on regional needs.		
		• HSS/ECE		

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF APRIL 1/07
20.4 Ensure private housing policies for single housing is appropriate and addresses housing shortages in the community. **ONGOING**	Barrier free housing forum was held in 2003-04. Determined private housing needs for persons with all disabilities in 2003-2004.	• Develop a housing strategy that addresses persons with disabilities • Implement options, including capital and ongoing funding.		
			• NWT Council of Persons with Disabilities	

21. Accessible, affordable transportation services within NWT communities will be provided.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEADS	PROGRESS UPDATE AS OF APRIL 1/07
21.1 Accessible parking placard program provisions for local/ accessible. **COMPLETE**	NWT Council of Persons with Disabilities funded in 2002-03. HSS provided funding for 2003-04.	• Fund parking placard program		Parking Placard Program is an ongoing service for the NWT offered by the NWTCPD. Placards are renewed every two years to keep information current. Next renewal will be April 2008.
			• HSS/NWT Council of Persons with Disabilities	

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF APRIL 1/07
21.2 Develop and provide funding provisions for local/accessible transportation. **COMPLETE**	The Community Initiatives program was established in 2003-04. Through this program, communities are eligible to apply for support for transportation programs to improve access for persons with a disability and seniors.	• Funding available through the Community Initiatives program • Evaluate the program • Implement program changes based on evaluation outcomes	• MACA	The Public Transit Fund (established in April 2007) can assist community governments with the capital costs of a public transit system, which includes the establishment of transit services for seniors and physically challenged residents. This application based program managed by MACA, has three application intakes (May and August of 2007 and March, 2008). In addition, the Gas Tax Agreement includes public transit as an eligible category for capital expenditure. Communities receive this funding through a contribution agreement and set their priorities for spending their funds through their Capital Investment Plan.The City of Yellowknife provides transportation for disabled persons. Access conditions apply.

22. Increase access for persons with disabilities to public buildings, services and programs that serve everyone.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF APRIL 12/07
22.1 Attend National Building Code workshop to speak to a proposal to have buildings more accessible for the general population of persons with disabilities. **ONGOING**	Workshop attended in 2003-04.	• Attend future relevant workshops • NWT Persons/MACA		Ongoing
22.2 Issue a technical bulletin through the territorial regulations that will ensure that all new building and newly renovated buildings more adequately address the needs of persons with a variety of disabilities. **ONGOING**	Technical bulletins are issued as required/as issues are brought to the attention of the Fire Marshal's office	• Ongoing • MACA/Fire Marshall		Ongoing

23. Social, cultural and recreational activities will be developed and enhanced to include persons with disabilities.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF APRIL 12/07
23.1 Develop support/ training for community organizations to include persons with disabilities when providing/leading cultural and recreational programs. **ONGOING**	Support/training developed for community organizations in 2003-04.	• Three regional workshops will include a component on train-the-trainer • Awareness campaign • Evaluate • MACA/Active Living/ Alliance Partnership		Inclusion Challenge (YKACL) Nov.06-Nov. 08, is aimed at providers of social/recreational activities and programs in the NWT. Businesses are being challenged to evaluate their current inclusion practices. Resources and support will be provided to businesses to improve their inclusion practices and staff training. Results will be evaluated one year after initial challenge. YKACL is working with the City of Yellowknife to educate/ develop inclusive City sponsored programs. NWT Active Living Alliance Partnership has offered workshops yearly with recreational staffs, education and other interested individuals. MACA contributes annual funding to the NWT Active Living Alliance for Canadians with a Disability to assist this group in delivering training and workshops.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF APRIL 12/07
23.2 Develop a volunteer support initiative that assists non-government organizations. **ONGOING**	Final draft of the volunteer support initiative was submitted to the GNWT Social Agenda working group in 2003-04. Activities for 2003-04 included consultation with partners and development of an action plan.	• Implementation of the action plan • Evaluate	• MACA/Social Agenda/ WG	Volunteer Support Initiative (VSI). The VSI Action Plan was approved in February of 2005. Work to further the issues outlined in the plan is ongoing.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF APRIL 12/07
24. Access to therapeutic services for children and adults with disabilities will be increased.				
24.1 HSS to develop model on the number of rehab professionals required to meet the demands in all regions. **COMPLETE**	Rehabilitation services reviewed in 2002-03. Rehabilitation included as a component in the Integrated Service Delivery Model developed for the HSS system in 2003-04.	• Implement regional rehabilitation teams	• GNWT/HSS	2007 Update: Rehabilitation consultant was hired for a two-year term to spearhead and implement expansion of regional rehabilitation teams. To date four rehabilitation teams are operating in Inuvik, Ft.Smith, Hay River and Yellowknife.
24.2 Develop a specialized regional centre for child and adult diagnosis and therapeutic service. (Cross-reference to action item 24.1) **ONGOING**	Services for child development teams enhanced in 2003-04.	• Hire a child development coordinator to coordinate the rehabilitation teams • Review and research options for therapeutic services for adults.	• HSS	2007 Update: Child Development Team Coordinator was hired to coordinate rehabilitation teams

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF APRIL 12/07
24.3 Deliver education information workshops in NWT communities, which would include visiting the communities, participation of persons with disabilities sensitivity training and showcase best practices. **ONGOING**	Information workshops delivered in the regions in 2002-03. Workshops delivered in three communities in 2003-04.	• Deliver workshops in communities • HSS		Cross reference with earlier item re sensitivity workshops in communities, action items 2.4 and 12.1

25. A coordinated, integrated, client-centred case management system that is responsive to the individual needs of persons with disabilities will be designed and implemented.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF JANUARY 24/07
25.1 Research, develop and implement an integrated disability support system that includes employment, vocational and residential needs for both children and adults with disabilities. **ONGOING**	Researched Prince Edward Island model.	• Workshop to establish a common definition of a support system • Develop regional case managers for persons with disabilities in the Northwest Territories • Implement • Partnership Steering Committee		Cross reference with action items 7.1, 16.3, 29.1, 34.1

26. Training opportunities in the area of disability supports in the NWT will be made more attractive and available, and will be more widely promoted to provide for a qualified, professional workforce.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTION	LEAD	PROGRESS UPDATE AS OF JANUARY 24/07
26.1 Promote and review options to increase professional training in disability related fields. **ONGOING**		• Research options • Develop NWT plan		December 6/06 meeting with Manager of Program Development for Aurora College to discuss feasibility of a professional training program for personnel working with persons with disabilities. Aurora College subsequently offered a technical writing course for staff.
		• YWCA/Aurora Colllege/ ECE		

27. Persons with disabilities will have access to appropriate assessments and diagnosis about the nature of their disabilities.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEADS	PROGRESS UPDATE AS OF APRIL 12/07
27.1 Develop an educational, plain language guide for diagnosis, including how to get a diagnosis and expectations. **COMPLETE**	Self-care handbook *"Do I need to see the nurse/doctor?"* distributed to NWT households in March-April 2003.			May need to consider plans for redistribution of self-care handbook. Other options developed: Tele-Health 1-888-255-1010.
		• HSS		Tele-Health Line 1-888-255-1010 Generic resource. More work required to develop resource information specifically for person with disabilities.
27.2 Develop a resource manual that includes all services that are available to persons with disabilities. **COMPLETE**		• Develop manual		Manual prepared and released. Released for international Disability Awareness Week, Dec 7/06 Manual: Where Can I Find....
		• HSS		

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF APRIL 12/07
27.3 Resource a 1-800 disability information line. **COMPLETE**	Completed in 2002-03 and ongoing.	• Ongoing • HSS		Ongoing – referrals to appropriate resources.
28. Group home and supported independent living standards and policies will be designed and implemented.				
ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF APRIL 12/07
28.1 Develop standards and policies for supported living/group homes through a collaborative approach, outlining definitions and service levels to provide a continuum of services. **COMPLETE**	Final draft of standards and criteria for supported living options are being completed.	• Adopt a model for the NWT • HSS		Expectations, accountability and necessary financial commitment must be part of this discussion Appropriate staffing levels are a major concern in present situation – ratio of 1 staff to 4 persons is not working. Contrary to normalization principles. Needs further discussions

29. A disability supports program based on the needs of persons with disabilities will be designed and implemented.				
ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF JANUARY12/07
29.1 Research, develop and implement an integrated disability support system for both children and adults with disabilities that includes employment, vocational and residential needs. **ONGOING**	Researched Prince Edward Island model.	• Workshop to establish a common definition of a support system • Develop regional case managers for persons with disabilities in the Northwest Territories • Implement		Leadership required from HSS to develop a plan. Need coordination/ supports for individuals for families and community. Mental health issues often neglected in discussions regarding persons with disabilities.- not as visible. Disability supports are regarded to be 1 of 10 priorities established by the national organization. Cross reference with action items 7.1, 16.3, 25.1, 34.1
		• Partnership Steering Committee		

HOUSING

Goal: Ensure that persons with disabilities will be provided with range of housing options that are affordable, accessible, and that maximize independence.

30. Sufficient funding will be available for renovations to existing homes and funding for new homes, to accommodate specific needs of persons with disabilities.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF APRIL 12/07
30.1 Lobby for funding for renovations and new homes for persons with disabilities. **ONGOING**	Two programs targeting persons with disabilities in 2002-03. Persons with disabilities are eligible to apply on all programs. Ongoing delivery of programs in 2003-04.	• Research housing needs for persons with disabilities • Develop a strategy to address the needs of persons with disabilities		Public Housing Initiative includes construction of future units that can be adapted for physical disabilities as required. This will accommodate persons who qualify for public housing, not persons with higher incomes who do not qualify.
		• NWTHC		

31. Existing income exemption levels will be examined so that assistance provided for the fixing and modifying of homes can be maximized

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF APRIL 12/07
31.1 Negotiate changes to income threshold to ensure policy reflects NWT reality. **COMPLETE**	Ongoing	• Ongoing		The home ownership threshold revised every 2 years. Threshold was revised in 2007. Rental CNITs are revised by Canada Mortgage and Housing (CMHC) every 4 years.
		• NWTHC		

32. Caregivers and persons with disabilities will have access to housing referral and housing program information.				
ACTION ITEMS	**SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04**	**ACTIONS**	**LEAD**	**PROGRESS UPDATE AS OF APRIL 12/07**
32.1 All NWTHC program information summaries will be put on the web site in plain language format. Information on programs will also be available at district offices. **COMPLETE**	Action item was completed in March 2003. Information updated in 2003-04.	• Evaluate effectiveness • Ongoing		This was developed and posted April 1, 2007
		• NWTHC		
32.2 Review NWT Housing Corporation Act (clause four) to reflect persons with disabilities. **ONGOING**		• Evaluate • Ongoing		NWTHC will be working on policy revisions. Committee assured that clause four will reflect persons with disabilities
		• NWTHC		

33. Aspects of barrier-free housing in public rental housing units in the NWT will be addressed.				
ACTION ITEMS	**SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04**	**ACTIONS**	**LEAD**	**PROGRESS UPDATE AS OF JANUARY24/07**
33.1 Housing units for persons with physical disabilities will be built when and where required. **ONGOING**	Ongoing	• Ongoing • NWTHC		An 8 plex financed by the NWT Housing Corporation and available to people with disabilities requiring social housing living in Yellowknife. Construction is complete and the management f the building will be turned over to Yellowknife Housing June 2007. Some other communities across the NWT have social housing units that are specifically identified for persons with disabilities. Some of these units still need to be made accessible. Need to establish housing as a priority and define when and where units suitable for persons with disabilities are needed. More committee discussion and strategies need to be developed. Consult with HSS and NWT Council of Persons with Disabilities.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF APRIL 12/07
33.2 New/replacement units built under the Seniors Independent Living Strategy will be barrier-free when a tenant requires that type of unit. **ONGOING**	Immediately as required.	• Ongoing • NWTHC		Need to ensure that the Independent Living Strategy includes persons with mental/emotional disabilities in addition to persons/ seniors with physical disabilities and. Adequate space, environmental safety and vulnerability issues must be considered in planning. Refer to action item 33.1
33.3 Explore the option of setting aside some of the seniors independent housing units for persons with disabilities. **ONGOING**	Immediately as required.	• Ongoing • NWTHC		Research required re the feasibility and support for this action? How will this be received by the tenant groups. Implications of this option need to be reviewed in detail.
33.4 Under rent supplement program, provisions are in place ensuring some units are barrier- free. **ONGOING**	Immediately as required.	• Ongoing • NWTHC		In Yellowknife the NWTHC holds a number of five year renewable unit leases with private landlords. Upgrades for access accommodation at lease renewal time should be possible.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF APRIL 12/07
33.5 Persons with disabilities will be given equitable access to public housing and rental supplement housing in conjunction with the supports they require. **ONGOING**	Immediately as required.	• Ongoing • NWTHC		Problems noted. Priority placements for families and seniors. Single men and women with disabilities don't have equitable access – double handicap – as a person with disability and single. Individual LHOs have some discretion in establishing eligibility priorities.
33.6 Ensure social housing policies for single housing is appropriate and addresses housing shortages in the communities. **ONGOING**	NWTHC and local housing organizations tracked disability-related enquiries in 2003-04 to identify the needs for programs and services.	• Ongoing tracking • Review results of the Housing Needs Survey • Evaluate • Determine housing needs for persons with disabilities • NWTHC/NGO's		An 8 plex unit will soon be available for persons with disabilities. Demographic needs must continue to be reviewed.

34. A coordinated and integrated case management system that is responsive to the individual needs of persons with disabilities will be designed and implemented.

ACTION ITEMS	SUPPORTIVE ACTIVITIES DURING 2002-03 AND 2003-04	ACTIONS	LEAD	PROGRESS UPDATE AS OF APRIL 12/07
34.1 Research, develop and implement an integrated disability support system for both children and adults with disabilities that includes employment, vocational and residential needs. **ONGOING**	Researched Prince Edward Island model.	• Workshop to establish a common definition of a support system • Develop regional case managers for persons with disabilities in the Northwest Territories • Implement		Cross reference with action items 7.1, 16.3, 25.1, 29.1
		• Partnership Steering Committee		

APPENDIX I: GLOSSARY OF TERMS

- **Adult Literacy Basic Education (ALBE) Placement Package Test**
  This test determines where persons with disabilities are placed in educational programs.
- **Employment Assistance for Persons with Disabilities (EAPD)**
  A five-year federal/provincial/territorial agreement for labour market programs for adults with disabilities that expired March 31, 2003, but was extended for one year to March 31, 2004.
- **Early Childhood Development Initiative**
  Reflects the First Ministers' and Premiers' recognition of the importance in investing in early childhood development, supporting families and communities in their efforts to ensure the best possible future for their children. The federal government agreed to invest $2.2 billion over the next five years (2001-02 to 2005-06) to provincial and territorial governments.
- **Education Assistant (EA)**
  A person who works with a certified staff member and who assists in the implementation of the student's program.
- **Effective Behaviour Support Training (EBS)**
  A team problem-solving process through which a school staff creates a school-wide approach to discipline that focuses on identifying and teaching desired behaviours, rather than merely punishing undesired behaviours.
- **Functional Behaviour Assessment (FBA)**
  A systematic process for understanding the function (from the child's point of view) of problem behaviours. This process is used to guide the development of an effective and appropriate individual behaviour support plan. This assessment takes place in the setting where the behaviours occur, and identifies the environmental factors and triggers that predict the problem behaviour as well as the consequences that maintain the behaviour.
- **Fetal Alcohol Spectrum Disorder (FASD)**
  A term used to encompass the range of disabilities caused by alcohol exposure in utero.
- **Healthy Children Initiative**
  This initiative supports the development of children prenatal to age six, and focuses on prevention and health promotion. The initiative supports a wide range of programs and services from primary intervention to therapeutic services.
- **Home Support Workers**
  Trained and certified individuals who can provide both home support and personal care services, including in-home meal preparation.
- **Inclusive Schooling**
  An approach to education which strives to respond to individual student needs. It is intended to ensure equal access for all students to educational programs offered in regular classroom settings.
- **Individual Education Plans (IEP)**
  A student-specific, comprehensive, written education plan with goals and objectives that are determined through a collaborative process, and driven by the strengths and needs of the student. It may or may not include learning outcomes articulated in NWT curricula.
- **Integrated Service Delivery Model (ISDM)**
  A model of service delivery based on a primary community care philosophy of providing the right service by the right provider at the right time. There are three key elements to the model: service integration, organizational integration and core services. Core service areas are diagnostic and curative services, rehabilitation services, protection services, continuing care services, promotion and prevention services, and mental health and addiction services.
- **Modified Education Plans (MEP)**
  These plans are used when it is necessary

to adjust, modify or change certain elements of a program in order for students to be successful learners.

- **Nippissing Screening Tool**
  The Nipissing District Developmental Screen is a tool designed to screen children's development in the areas of vision, hearing, speech, language, gross motor, fine motor, cognitive, social/emotional, and self-help skills. This tool examines 13 key developmental stages: 1-2 months, 4 months, 6 months, 9 months, 12 months, 15 months, 18 months, 24 months, 30 months, 3 years, 4 years, 5 years and 6 years.
  In the NWT, the intent of universal screening is early identification of developmental delays and implementation of early intervention strategies as required. The screen is linked to the immunization schedule. The NWT early childhood development goal is to have every child screened by three years of age.
- **NWT Council of Persons with Disabilities**
  The only cross-disability, territory-wide, non-government organization that works with persons with disabilities to assist them to achieve self-determination and full citizenship. This is done by providing programs and services, awareness, opportunities and choices that encourage full participation in all aspects of life in the NWT.
- **The Participation and Activity Limitation Survey (PALS)**
  A post-census survey that collects information about persons whose everyday activities are limited because of a health-related condition or problem. The data collected by the survey are used to plan services and programs required by persons with disabilities to participate fully in society. PALS is funded by Human Resources Development Canada.
- **Program Support Teacher (PST)**
  This educator provides the central in-school support for teachers in meeting the needs of all learners in a school. This educator provides support to teachers to plan educational programs and monitor student success, and coordinates support services, both within and outside the school.
- **Rehabilitation Services**
  Works with persons of all ages, assisting them to achieve or recover their highest potential for functional living that is possible for them. This includes working with persons who were born with delays or disabilities and those who, because of injury or (chronic) disease, have lost their previous level of functioning. Rehabilitation services exist in a variety of settings that include home, school, vocational, and health agencies. Services may include assessment, long-term support and assistance, treatment, intervention, and education.
- **Virtual Library**
  The Virtual Libraries Project has been ongoing since 1999 and is designed to enhance library services in communities not served by a public library. Virtual libraries consisting of computers and software were installed in communities to provide equitable public access to reliable, up-to-date information for all community members.
- **Yellowknife Association for Community Living (YKACL)**
  The Association's mission statement is "to help those with intellectual disabilities and their families to lead meaningful lives in supportive communities."
- **Young Women's Christian Association (YWCA) Yellowknife**
  The Yellowknife Association's mission statement is "*to increase the well-being and independence of persons, particularly women.*"